



LATERAL Police Officer Compensation

At City of Redmond in Washington, the Police Officer base salary range has five steps, which are adjusted for cost of living. **Lateral Police Officers start at Step C.** Every 12 months employees move to the next higher step until the maximum, Step E. The following reflects compensation data as of the current contract.

<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
\$7,106	\$7,298	\$7,668	\$7,861	\$8,230

From the following, choose the scenario that best describes your education level. This will give you an idea of your average salary beginning with your first year at Redmond, and thereafter.

SCENARIO 1: Lateral Candidate with 90 quarter/60 semester credits

			1st yr with Redmond	2 yrs	3-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Lateral Police Officer Base Salary	-	-	7,668	7,861	8,230	8,230	8,230	8,230	8,230	8,230
Longevity	-	-	-	-	-	82	185	247	329	370
Approximate Total Monthly Salary :	-	-	7,668	7,861	8,230	8,312	8,415	8,477	8,559	8,600
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are paid as a lump sum once a year.</i>										
Potential Annual Physical Fitness	-	-	2,300	2,358	2,469	2,469	2,469	2,469	2,469	2,469
Potential Annual Holiday Bank Cashout	-	-	6,002	6,153	6,441	6,441	6,441	6,441	6,441	6,441
Approximate Total Annual Salary :	-	-	100,318	102,843	107,670	108,658	109,892	110,633	111,621	112,115

SCENARIO 2: Lateral Candidate with Associate's Degree

			1st yr with Redmond	2 yrs	3-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Lateral Police Officer Base Salary	-	-	7,668	7,861	8,230	8,230	8,230	8,230	8,230	8,230
Longevity	-	-	-	-	-	82	185	247	329	370
Associate's Degree	-	-	58	59	62	123	123	165	206	206
Approximate Total Monthly Salary :	-	-	7,726	7,920	8,292	8,436	8,539	8,642	8,765	8,806
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are paid as a lump sum once a year.</i>										
Potential Annual Physical Fitness	-	-	2,300	2,358	2,469	2,469	2,469	2,469	2,469	2,469
Potential Annual Holiday Bank Cashout	-	-	6,002	6,153	6,441	6,441	6,441	6,441	6,441	6,441
Approximate Total Annual Salary :	-	-	101,008	103,550	108,411	110,139	111,374	112,608	114,090	114,584

SCENARIO 3: Lateral Candidate with Bachelor's Degree

			1st yr with Redmond	2 yrs	3-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Lateral Police Officer Base Salary	-	-	7,668	7,861	8,230	8,230	8,230	8,230	8,230	8,230
Longevity	-	-	-	-	-	82	185	247	329	370
Bachelor's Degree	-	-	115	118	123	247	288	370	412	412
Approximate Total Monthly Salary :	-	-	7,783	7,979	8,353	8,559	8,703	8,847	8,971	9,012
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are paid as a lump sum once a year.</i>										
Potential Annual Physical Fitness	-	-	2,300	2,358	2,469	2,469	2,469	2,469	2,469	2,469
Potential Holiday Bank Annual Cashout	-	-	6,002	6,153	6,441	6,441	6,441	6,441	6,441	6,441
Approximate Total Annual Salary :	-	-	101,698	104,258	109,152	111,621	113,349	115,077	116,559	117,053

Beyond what's listed in the matrix, Police Officers are also eligible to receive:

- 4/10 shifts with rotating weekends every 6-7 weeks, and overtime eligibility
- 3 hours of duty time per week to train for physical fitness plan
- Required uniforms and equipment provided
- City-provided Life Insurance
- Participation in LEOFF state retirement system
- Participation in Deferred Compensation Plan
- MEBT (Social Security replacement with City match of 80%)
- Comprehensive Medical, Dental, and Vision plan
- Section 125 account (medical spending account) available
- Relocation/moving expense reimbursement for eligible moves
- Working Out of Class Pay
- Tuition reimbursement for job-related continued education not funded for 2021-2022
- GI Bill Certified Agency
- 3.5% Specialty Assignment* K-9
- 4% Specialty Assignments* (Detectives, Traffic, Pro-Act, Recruiting, Training, Outreach, and School Resource Officer)
- 4% Collateral Duties* (Firearms Instructors, Defensive Tactics Instructors, EVOC Instructors, SWAT, and CNT)

** 6% if assigned to Speciality and Collateral.*

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